AI IMPACT REPORT NO. 276 · REVISED 5 OCTOBER 2026 · 250 ROLES COVERED

Procurement Specialists

AI fundamentally restructuring sourcing, supplier management, and contract negotiation in procurement.

EXPOSURE	WINDOW	ADOPTION TODAY	READING
60 High exposure	2–5 yrs until change lands	High	Substantial automation of routine work. Exposure is the share of today's work AI can plausibly take on within the window.

§ 01 WHAT IS HAPPENING

What is happening to procurement specialists

Impact

AI tools are autonomously identifying optimal suppliers, automating contract analysis, predicting market fluctuations, and streamlining administrative tasks. This compels Procurement Specialists to radically pivot towards high-level strategic sourcing, complex negotiation, ethical oversight of AI, and fostering irreplaceable human supplier relationships.

Risk

Radical role overhaul; pervasive automation leading to significant workflow redefinition and specialized human focus.

The Procurement Specialist role is undergoing a profound and accelerating redefinition by AI. AI will assume command of vast routine data collection, initial supplier screening, and much of the administrative burden. Procurement Specialists must immediately pivot to becoming experts in leveraging AI for hyper-efficiency and enhanced strategic insights, intensely validating AI outputs for accuracy and fairness, and dedicating their expertise to the irreplaceable human elements of the role: profound negotiation, nuanced relationship building with suppliers, and critical ethical decision-making regarding supply chain resilience and responsible sourcing.

Sector readiness

Rapid & Transformative Integration

The procurement and supply chain sectors are aggressively integrating AI, driven by overwhelming demand for efficiency, cost savings, and risk mitigation, alongside intense competitive pressures and global supply chain volatility. AI is rapidly moving beyond pilot stages to widespread adoption for sourcing, contract management, and supplier relationship management, fundamentally altering traditional workflows.

§ 02 POSITION

Where you stand

i The Procurement Specialist role is undergoing a profound and accelerating redefinition by AI, fundamentally restructuring sourcing, supplier management, and contract negotiation.

ii AI will autonomously manage vast routine data, optimize supplier selection, and streamline processes, compelling Procurement Specialists to pivot to indispensable strategic negotiation and profound human relationship building.

iii Survival and impact will hinge on Procurement Specialists mastering AI tools, critically validating AI outputs for fairness, championing ethical AI, and providing irreplaceable human judgment and advocacy at the heart of resilient and responsible supply chains.

§ 03 ACTIONS 15 POINTS

What this means for you

Concrete changes to how the work gets done, in the order you are likely to meet them.

01 **AI-Driven Autonomous Sourcing & Supplier Identification.** Procurement Specialists will oversee AI systems that autonomously scan global supplier databases, industry reports, and market intelligence to identify optimal suppliers based on price, quality, sustainability, and risk profile. This radically frees specialists from manual vendor research.

02 **AI-Powered Contract Analysis & Management.** AI tools will autonomously analyze vast volumes of contracts, identifying key clauses, obligations, renewal dates, and potential risks. Procurement Specialists will validate these AI outputs, ensuring compliance and focusing on complex contract negotiation and strategic legal review.

03 **Predictive Analytics for Market Fluctuations & Risk.** Procurement Specialists will leverage AI models that autonomously analyze commodity prices, geopolitical events, supply chain disruptions, and historical spending data to predict future market fluctuations and supply chain risks. This enables proactive hedging and strategic purchasing.

04 **Automated Purchase Order (PO) & Invoice Processing.** AI will autonomously generate purchase orders based on demand signals and process invoices, matching them to orders and contracts, and automating payments. This significantly reduces manual transactional workload, allowing Procurement Specialists to focus on strategic sourcing.

05 **Generative AI for RFQ/RFP Creation & Communication.** AI can autonomously draft initial versions of Requests for Quotation (RFQs) and Requests for Proposals (RFPs), including detailed specifications. Procurement Specialists will refine these AI-generated documents and manage complex, nuanced supplier communications.

06 **Focus on Strategic Negotiation & Supplier Relationships.** As AI assumes command of data-driven tasks, the paramount value of Procurement Specialists will be their irreplaceable human ability to conduct complex negotiations, build profound, long-term relationships with key suppliers, and foster collaborative partnerships.

07 **AI-Driven Supplier Performance Monitoring.** Procurement Specialists will utilize AI systems that autonomously monitor supplier performance metrics (e.g., on-time delivery, quality, compliance, sustainability ratings) and identify areas for improvement or risk. This enables data-driven supplier relationship management.

08 **Ethical AI in Sourcing & Supply Chain Transparency.** Procurement Specialists will bear profound responsibility for auditing AI systems for algorithmic bias (e.g., in supplier selection, risk assessment), ensuring fair labor practices, and upholding ethical sourcing and supply chain transparency.

09 **AI-Assisted Spend Analysis & Cost Optimization.** AI tools will autonomously analyze vast datasets of historical spending, identifying patterns, uncovering hidden costs, and suggesting opportunities for cost reduction or spend consolidation across the organization. This drives aggressive cost savings.

10 **Human-AI Teaming in Procurement Operations.** Procurement Specialists will operate in seamless human-AI teams, where AI processes vast data, generates insights, and automates routine tasks. The human specialist will lead strategic sourcing, manage complex negotiations, and resolve unforeseen issues.

11 **AI for Contract Compliance & Obligation Tracking.** AI will autonomously monitor supplier performance against contract terms, track milestones, and flag deviations or missed obligations. Procurement Specialists will oversee these automated checks, ensuring compliance and dispute resolution.

12 **Continuous Learning & Procurement Tech Literacy.** The exponential pace of AI integration in procurement demands that Procurement Specialists commit to continuous, aggressive learning of new AI-powered tools, their profound capabilities, and intricate ethical implications, as a foundational competency.

13 **Specialization in AI-Driven Procurement.** The field will see a rise in Procurement Specialists specializing in designing, implementing, and managing AI-powered procurement systems, acting as primary points of contact for digital transformation initiatives within the function.

14 **AI for Risk Mitigation & Supply Chain Resilience.** AI tools are assisting Procurement Specialists in assessing and mitigating various supply chain risks (e.g., geopolitical instability, natural disasters, financial distress of suppliers) by predicting impacts and suggesting alternative sourcing strategies.

15 **Leadership in Procurement Transformation.** Procurement Specialists in leadership roles will play a crucial role in guiding their organizations through the adoption of AI, advocating for strategic AI solutions, and fundamentally reshaping the future of procurement and supply chain management.

§ 04 CAUSES 10 DRIVERS

What is pushing this change

01 **Explosive Growth of Supply Chain & Market Data.** Vast amounts of data from supplier networks, market intelligence, contracts, and logistics provide rich input for AI models.

02 **Advancements in AI/ML (NLP, Predictive Analytics, Reinforcement Learning).** Breakthroughs in AI fields enable sophisticated analysis of contracts, autonomous sourcing, and intelligent risk prediction.

03 **Urgent Demand for Cost Reduction & Efficiency.** Organizations relentlessly seek to reduce procurement costs and improve operational efficiency.

04 **Critical Need for Supply Chain Resilience.** Global events and geopolitical shifts highlight the critical need for AI to build resilient, agile supply chains.

05 **Intense Global Competition & Geopolitical Volatility.** AI-powered solutions offer a competitive edge in sourcing, negotiation, and risk management.

06 **Complexity of Supplier Relationships & Contracts.** Managing diverse supplier networks, intricate contract terms, and global regulations benefits from AI optimization.

07 **Growth of E-procurement Platforms & Digital Twins.** These platforms provide the data infrastructure and integration points for AI tools to enhance procurement workflows.

08 **Shortage of Skilled Procurement Professionals.** The demand for procurement professionals with advanced analytical and strategic skills often outstrips supply; AI can augment.

09 **Regulatory & Compliance Demands (ESG, Anti-Bribery).** Increasing regulations around ESG, anti-bribery, and data privacy demand AI for compliance monitoring.

10 **Focus on Sustainable & Ethical Sourcing.** AI assists in identifying and vetting suppliers based on sustainability, labor practices, and ethical criteria.

§ 05 VARIATION 5 SECTORS

Impact by sector

The headline figure is an average. Where you work changes the picture.

Strategic Sourcing Specialists	AI for identifying new suppliers, market trend analysis, and optimizing sourcing strategies. Focus on high-value, complex sourcing projects.
Contract Managers (Procurement)	AI for automated contract extraction, compliance checking, and risk assessment. Focus on negotiation strategies and legal oversight.
Supplier Relationship Managers (SRM)	AI for monitoring supplier performance, predicting risks, and personalizing engagement. Focus on strategic partnerships and continuous improvement.
Procurement Operations Managers	AI for automating PO processing, inventory management, and invoice reconciliation. Focus on operational efficiency and process automation.
Category Managers	AI for market intelligence, spend analysis, and optimizing supplier portfolios for specific categories. Focus on strategic cost optimization and value creation.

§ 06 PREPARATION 8 SKILLS

Skills to build

The skills that keep the human part of this work valuable as the routine part is automated.

01 **Strategic Sourcing & Negotiation.** The core ability to identify strategic sourcing opportunities, conduct complex negotiations, and achieve optimal terms and value for the organization.

02 **AI/Procurement Tech Literacy.** Proficiency in using AI-powered sourcing platforms, contract analysis tools, and procurement analytics software.

03 **Contract Management & Legal Acumen.** Expertise in managing contracts, understanding legal clauses, and ensuring compliance, leveraging AI for efficiency.

04 **Data Analysis & Predictive Modeling.** Ability to interpret large volumes of spend data, market intelligence, and supplier performance data (including AI-generated insights) to inform procurement decisions.

05 **Ethical Sourcing & Risk Management.** Understanding supply chain risks, ensuring sustainable and ethical sourcing practices, and mitigating operational and reputational risks.

06 **Supplier Relationship Management.** Building and maintaining strong, collaborative relationships with key suppliers, fostering innovation and long-term partnerships.

07 **Communication & Collaboration.** Effectively communicating with internal stakeholders (e.g., engineering, legal), suppliers, and management on complex procurement matters.

08 **Adaptability & Continuous Learning.** Willingness to rapidly learn new AI technologies, adapt procurement methodologies, and stay updated on evolving market dynamics and regulations.

§ 07 INSTRUMENTS 12 ENTRIES

Tools in use

KINDS OF TOOL WORTH KNOWING

01 **AI-Powered Sourcing & Supplier Discovery Platforms.** Platforms that use AI to scan global markets, identify new suppliers, and automate the vendor selection process based on various criteria.

02 **AI for Contract Analysis & Lifecycle Management.** Software that uses AI to analyze contract terms, extract key clauses, track obligations, and manage the entire contract lifecycle.

03 **Predictive Analytics for Spend & Market Trends.** AI models that autonomously analyze historical spending data, market prices, and external factors to forecast future spend and identify cost-saving opportunities.

04 **AI-Driven Supplier Performance Management.** Platforms that use AI to continuously monitor supplier performance, identify risks, and provide insights for supplier development.

05 **Robotic Process Automation (RPA) for Procurement.** Software robots that use AI to automate repetitive administrative tasks in procurement, such as purchase order generation, invoice processing, and data entry.

06 **Generative AI for RFQ/RFP Creation.** Large Language Models (LLMs) used to autonomously draft initial versions of Requests for Quotation (RFQs), Requests for Proposals (RFPs), and procurement communications.

NAMED TOOLS ALREADY IN USE

Scout RFP (now Workday Strategic Sourcing) / Zycus (Procurement AI) VISIT
Leading strategic sourcing platforms that integrate AI for supplier discovery, RFX management, and negotiation support.

Seal Software (now DocuSign CLM) / Icertis (CLM) VISIT
Leading Contract Lifecycle Management (CLM) platforms that leverage AI for contract analysis, compliance, and risk management.

SpendHQ (AI-powered Spend Analytics) / AppZen (AI for Spend Audit) VISIT
AI-powered spend analytics platforms that use machine learning to identify savings opportunities and optimize procurement spending.

EcoVadis (Supplier Sustainability) / RiskRecon (Vendor Risk Management) VISIT
Platforms that provide AI-driven insights into supplier performance and risk, focusing on sustainability and cybersecurity assessments.

UiPath / Automation Anywhere (for Procurement Ops) VISIT

Leading Robotic Process Automation (RPA) platforms that enable the configuration of software robots to automate repetitive procurement tasks.

ChatGPT / Google Gemini (for RFQ/RFP drafting) VISIT

Generative AI models that can autonomously draft various procurement documents, from RFQs to complex supplier communications.

§ 08 EXAMPLES 5 EXAMPLES

In practice

Ways people in this role are already using AI, and what they get from it.

Automate Supplier Identification

EXAMPLE 1

HOW Procurement Specialists will utilize an AI-powered sourcing platform. The AI will autonomously scan global supplier databases, industry reports, and financial health data to identify and qualify optimal suppliers for a specific product or service, radically reducing manual research.

GAIN Significantly reduces manual sourcing effort, identifies optimal suppliers faster, and improves the efficiency of vendor selection.

Analyze Contracts for Key Clauses

EXAMPLE 2

HOW Procurement Specialists will oversee an AI-powered Contract Lifecycle Management (CLM) system. The AI will autonomously analyze vast volumes of existing contracts, extracting key clauses (e.g., payment terms, renewal dates, force majeure), obligations, and potential risks, highlighting them for review.

GAIN Dramatically accelerates contract review, ensures compliance, and highlights critical terms for negotiation, reducing legal and financial risks.

Predict Commodity Price Fluctuations

EXAMPLE 3

HOW Procurement Specialists will leverage an AI model that autonomously analyzes historical commodity prices, geopolitical events, weather patterns, and global demand. The AI will predict future price fluctuations for critical raw materials, enabling proactive hedging or strategic purchasing decisions.

GAIN Enables proactive purchasing decisions, reduces exposure to price volatility, and optimizes inventory costs through strategic buying.

Generate RFQ/RFP Drafts

EXAMPLE 4

HOW Procurement Specialists can instruct a generative AI tool to draft an initial Request for Proposal (RFP) for a new vendor. By providing key requirements and specifications, the AI will autonomously generate a comprehensive document for the specialist's refinement.

GAIN Saves significant administrative time on document creation, ensures consistent messaging, and allows specialists to focus on strategic supplier engagement.

Monitor Supplier Performance
EXAMPLE 5

HOW Procurement Specialists will manage an AI-driven Supplier Performance Management (SPM) platform. The AI will autonomously collect data on supplier delivery times, quality defects, and compliance metrics, identifying underperforming suppliers or emerging risks for proactive engagement.

GAIN Provides real-time, data-backed insights into supplier health, enables proactive risk mitigation, and supports collaborative supplier development.

§ 09 CONTEXT

How this role compares

Three neighbouring roles chosen to show the direction of travel.

Purchasing Agents (Routine order placement) / Administrative Assistants (Procurement)
MORE EXPOSED

AI IMPACT Catastrophic (AI/RPA can autonomously generate purchase orders; AI can handle basic administrative tasks.)

WORK MOVES TO Immediate need for radical re-skilling into AI oversight, exception handling for orders, or specialization in strategic sourcing.

AI Supply Chain Engineers / AI Procurement Data Scientists
DIFFERENT SKILLS, GROWING

AI IMPACT Foundational (They design and build the AI algorithms and systems that power advanced procurement and supply chain optimization.)

WORK MOVES TO Deep expertise in AI/ML algorithms, data science, software engineering, and specific supply chain/procurement domain knowledge.

Supply Chain Managers (High-level strategic planning) / Legal Counsel (Contract negotiation)
COMPLEMENTARY, LESS EXPOSED

AI IMPACT Low-Moderate Augmentation (AI assists in network analysis for managers; AI helps with contract review for legal counsel), but core strategic network design, complex negotiation, and legal interpretation remain paramount.

WORK MOVES TO Overall supply chain strategy, network design, and risk management (Supply Chain Managers); Complex legal analysis, contract drafting, and dispute resolution (Legal Counsel).

§ 10 VERDICT

Closing judgement

> For Procurement Specialists, AI is not merely a tool but a radical force of transformation that will fundamentally redefine sourcing and supplier relationships. It will autonomously handle the mundane, amplify strategic insights, and streamline processes, compelling specialists to pivot to indispensable human negotiation, profound relationship building, and ethical oversight. The future Procurement Specialist will be a visionary orchestrator of human-AI collaboration, providing irreplaceable judgment and advocacy at the heart of resilient and responsible supply chains.

§ 11 BASIS REVISED 5 OCTOBER 2026

Evidence and revisions

What the exposure figure rests on, what changed when it was last revised, and the published work cited for this role.

SCORE

60 (held)

WINDOW

2-5 years (unchanged)

The 5 October 2026 review held the score.

Exposure Index v2. Inputs: task applicability 41/100 (Microsoft AI applicability score 0.20 for Buyers and purchasing agents); observed usage not measured for this occupation, so its weight was spread across the other inputs; official exposure tier 100/100 (BLS: very high); labour-market trajectory 35/100 (BLS projects employment to grow 6% over 2025–35); published adoption rating 70/100 (high adoption). Weighted base 60.3. Final score 60. This matches the previous figure of 60. The change window is unchanged.

HOW THE FIGURE IS BUILT (EXPOSURE INDEX V2)

Task applicability — Microsoft Research, AI applicability score	41 × 44%	17.8
Observed usage — Anthropic Economic Index, observed exposure	not measured	—
Official exposure tier — US BLS AI-exposure category	100 × 25%	25.0
Labour-market trajectory — US BLS projected employment change 2025–35	35 × 13%	4.4
Published adoption rating — This report's adoption level	70 × 19%	13.1
Weighted base		60.3
Exposure score		60

MEASURES BEHIND THE SCORE

US Bureau of Labor Statistics · *Employment Projections 2025–35 and AI Exposure Categories* (27 August 2026)

AI-exposure tier: Very high. Projected employment change 2025–35: +6.0%. Matched to Buyers and purchasing agents.

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Microsoft Research · *Working with AI: Measuring the Applicability of Generative AI to Occupations* (10 July 2025)

AI applicability score 0.20 (percentile 70 of 785 occupations) for SOC 13-1020.

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UK Department for Science, Innovation and Technology · *Assessment of AI capabilities and the impact on the UK labour market* (28 January 2026)

UK context: around 70% of UK workers are in occupations with tasks AI could perform or enhance, above the US average; a one-standard-deviation rise in exposure was associated with a 3.9% fall in UK job postings.

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§ 12 APPENDIX

Method and sources

Each report was written from a large body of published research. The exposure score itself is computed, not written: it is the CareerGuard Exposure Index, a weighted average of occupation-level measures from the US Bureau of Labor Statistics (AI-exposure classification and 2025–35 projections), Microsoft Research (AI applicability scores) and Anthropic (observed exposure), together with the adoption rating published on the report. The organisations and publications below are the standing literature behind the narrative sections. Every source, with dates, licences and archived copies where we are permitted to hold them, is catalogued in the research library.

Exposure Index v2 (October 2026). Each input is scaled to 0–100 and weighted: task applicability 35% (Microsoft AI applicability score ÷ 0.5), observed usage 20% (Anthropic observed exposure ÷ 0.75), official exposure tier 20% (BLS very high = 100, high = 70, moderate = 40, low = 10), labour-market trajectory 10% (50 2.5 × projected % employment change), published adoption rating 15% (very high = 85, high = 70, medium-high = 55, medium = 40, low-medium = 25, low = 10). Inputs not measured for an occupation are dropped and the remaining weights renormalised. An editorial adjustment of at most ±12 points is allowed only for automation channels the measures cannot see (robotics, self-service, machine vision, medical imaging, RPA/OCR, generative video) and is always logged with its reason. Scores are whole numbers, not rounded to five. The change window shifts one notch (a year at each end) per ten points of movement.

I GLOBAL AND MACROECONOMIC IMPACT OF AI ON WORK

World Economic Forum

The Future of Jobs Report series — Employer survey of expected job growth and decline, skill shifts and technology adoption (2020, 2023 and 2025 editions); Artificial Intelligence and the Future of Entry-Level Work (2026).
AI governance and transformation reports — Frameworks on ethical AI, talent strategy and industry transformation.

McKinsey Global Institute

AI, Automation and the Future of Work series — Research quantifying automation potential by task, sector and demographic, from "Jobs Lost, Jobs Gained" to "Agents, robots, and us" (2025).
Industry-specific reports — Financial services, healthcare, manufacturing and others.

PwC

Global AI Jobs Barometer — Annual analysis of job postings and productivity by AI exposure (2024–2026 editions).
Upskilling Hopes and Fears survey — Employee perceptions and readiness.

Microsoft Research and Anthropic
Working with AI (2025); Anthropic Economic Index (2025–2026) — Occupation-level usage data from Copilot and Claude conversations, the two observed-usage measures behind the 2026 revision.

Stanford Digital Economy Lab and Stanford HAI
Canaries in the Coal Mine? (2025–2026); AI Index Report (annual) — Payroll evidence on early-career employment in exposed occupations; annual measurement of AI capability, investment and adoption.

Deloitte
Human Capital Trends series — Workforce, talent and HR technology trends.
Tech Trends series — Emerging technologies and their business implications.

Accenture
Technology Vision series — Forward-looking analysis of emerging technology, with emphasis on AI.
Fjord Trends — Design, innovation and human experience in a digital world.

Boston Consulting Group
AI/ML insights and industry solutions — "The AI Revolution in the Workplace" and related research.

EY
AI and workforce reports — Adoption, talent strategy and ethics.

IBM Institute for Business Value
AI and automation studies — Business models, workforce evolution and leadership.

OECD
AI Policy Observatory — International data and policy on AI, labour markets and skills.
Employment Outlook — Labour-market trends including technological impact (2023–2026 editions).

International Labour Organization
Generative AI and Jobs: A Refined Global Index of Occupational Exposure (2025) — Task-level exposure gradients for every ISCO occupation; successor to the 2023 global index.

International Monetary Fund
Staff Discussion Notes on AI and work (2024, 2026) — Complementarity framing: where AI augments and where it substitutes.

UK Department for Science, Innovation and Technology
Assessment of AI capabilities and the impact on the UK labour market (2026) — UK occupational exposure and job-posting evidence.

Brookings Institution
AI and automation research — Economic and social implications, displacement and skills.

Yale Budget Lab and Goldman Sachs Research
Tracking the Impact of AI on the Labor Market; AI and the US labour market (2026) — Aggregate labour-market monitoring; macro displacement estimates.

Oxford University (Oxford Martin School)
The Future of Employment — Frey & Osborne and subsequent research on susceptibility to automation.

MIT Technology Review
AI & Work — Reporting on AI research and its implications for industries and jobs.

Gartner
Hype Cycle for Artificial Intelligence — Maturity and adoption of AI technologies.
Future of Work reports — Workplace models and talent strategy.

U.S. Bureau of Labor Statistics
Employment Projections 2025–35; AI Exposure Categories; Occupational Outlook Handbook — Ten-year employment projections and, from the 2025 cycle, an AI-exposure tier for every detailed occupation.

Indeed Hiring Lab
AI at Work Report (2025) and posting-market updates — Skill-level transformation estimates and job-posting trends by occupation.

II CORE AI AND MACHINE-LEARNING RESEARCH

OpenAI
Research papers, blog and API documentation — Large language models, generative AI, safety and societal impact.

Google DeepMind
Research papers and blog — Reinforcement learning, AI for science, AGI and ethics.

Meta AI
Research papers and blog — Large language models, computer vision, AI for social good.

Hugging Face
Transformers library and model hub — Open-source state-of-the-art NLP models.

TensorFlow and PyTorch
Documentation and community forums — Core frameworks illustrating practical capability.

arXiv
cs.AI, cs.LG, cs.CV, cs.CL — Pre-print research.

NeurIPS and ICML
Conference proceedings — Top-tier academic research.

ACM and IEEE
Journals and proceedings — ACM Computing Surveys; IEEE Transactions on AI.

Kaggle
Datasets and competition solutions — Applied machine learning on real-world problems.

The Alan Turing Institute
Research and reports — Responsible and applied AI.

III ETHICAL AND RESPONSIBLE AI DEPLOYMENT

NIST
AI Risk Management Framework — Voluntary framework for managing AI risk.

European Commission
AI Act — Risk-tiered legal framework for AI.
Ethics Guidelines for Trustworthy AI — Principles for responsible development.

Partnership on AI
Research and best practice — Responsible AI development.

AI Now Institute
Annual reports — Social implications: power, inequality, rights.

ACM FAccT
Proceedings — Fairness, accountability and transparency.

Data & Society
Publications — Social implications of data-centric technology.

WIPO
Conversation on IP and AI — Intellectual-property implications of AI.

IEEE Global Initiative on Ethics of A/IS
Ethically Aligned Design — Recommendations for ethical AI design.

Center for AI and Digital Policy
Policy briefs — Accountable AI policy.